

A Recipe for Successful Learning Solutions:

An Onboarding and Upskilling Training Case Study from Our Work with ADM

CHALLENGE

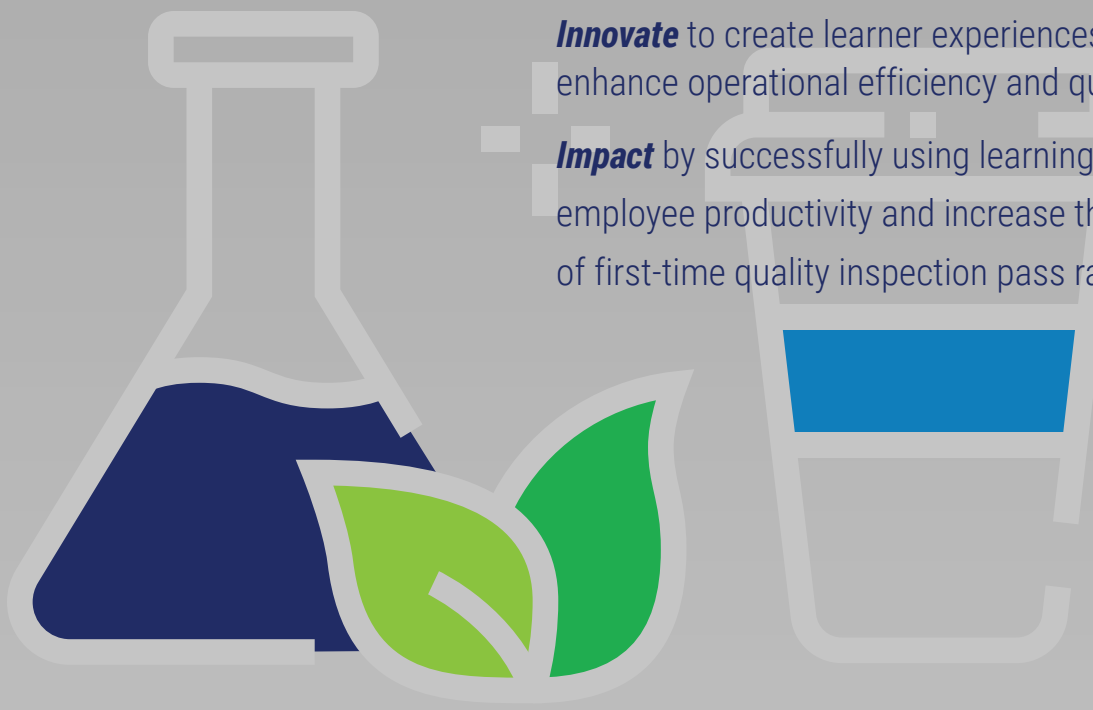
Develop the right onboarding and upskilling training for nearly 40,000+ employees with the processes and steps needed to ensure workplace safety, operational efficiency, and high product quality.

The award-winning team at AllenComm developed the training with the aim to:

Scale to meet the demand of training a workforce of 40,000+.

Innovate to create learner experiences that would enhance operational efficiency and quality.

Impact by successfully using learning to increase employee productivity and increase the frequency of first-time quality inspection pass rates.



To design and develop the training, we made use of our proprietary Proven Design Process that included the following steps:

DISCOVER

- Rapid Analysis
- Impact Brief
- Proposed Solution

DEFINE

- Performance Mapping
- Communication & Measurement Plan
- Content Readiness

IDEATE

- Brainstorms
- Workshops
- Design Brief

VISUALIZE

- Rapid Prototypes
- User Testing & Iteration
- Course Outlines

BUILD

- Alpha Version
- Beta Version
- Iteration

ROLLOUT

- Pilot & Refinement
- Measure Results
- Continuous Improvement
- *Optional Apply for Awards*

“AllenComm has become a strategic partner in ADM’s vision to create an engaged, enabled, and empowered workforce. The learning solutions AllenComm created are a key enabler to ADM’s goals to deliver the highest quality nutritional solutions to our customers!”

James Rhodes
Director of Global Technical Training & Development, ADM

90%

improvement in engagement during first 30 days

70%

improvement in learning retention vs paper documentation

RESULTS

30%

improvement in number of days between recordable / lost workday incidents

70%

reduction in monthly average of cost of poor quality

75%

reduction in weekly unplanned / unscheduled downtime due to operators’ errors

90%

reduction in weekly unplanned / unscheduled product scrapping due to operator errors

AWARDS WON

